

HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE

Minutes of the regular meeting of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors held on Monday, December 2, 2019 at 9:30 a.m. in meeting room 4C located on the fourth floor of the Administration Building.

HR COMMITTEE MEMBERS PRESENT: Greshay, Sheahan-Malloy, Hilbert and Schmidt

MEMBERS EXCUSED: Marsik

ALSO PRESENT: Sarah Hinze, Human Resources Director; Tonia Mindemann, Assistant Human Resources Director; Deanna Wilson, Administrator/Executive Director Clearview; Sheriff Dale Schmidt; Brian Field, Highway Commissioner

Meeting called to order by Vice-Chair Schmidt at 9:30 a.m.

Roll call was taken. All members present except Marsik, who was excused.

Vice-Chair Schmidt noted no non-Committee Member County Board Supervisors were present.

Schmidt asked if anyone present had any public comments. There were none.

Motion by Greshay to approve the open and closed session minutes of the regular meeting of November 15, 2019 of the Human Resources and Labor Negotiations Committee. Second by Hilbert. Motion carried without negative vote.

Hinze announced that she is collaborating with Corporation Counsel to finalize the contract with McGrath Human Resources Group, the vendor for the 2020 Compensation and Benefit Study. Hinze stated there is an aggressive timeline planned with a tentative kickoff the week of January 6th. Hinze indicated that McGrath would like to tentatively schedule a joint meeting with this Committee and the Finance Committee for January 9, 2020 at 3:30 p.m. All members present indicated that they are available on this date and time. Hinze indicated she will notify the Finance Committee at their next meeting.

Hinze presented a draft resolution to engage with McGrath Human Resources Group for the Dodge County Compensation and Benefits Study for County Board consideration on December 17, 2019.

Motion by Greshay to approve the resolution to engage with McGrath Human Resources Group for the Dodge County Compensation and Benefits Study as presented. Second by Hilbert. Motion carried without negative vote. All members present signed the resolution.

Hinze issued a report regarding current red circled employees and explained red circled employees are employees whose current wage rate is above the max step of the labor grade. These employee's wages are frozen until such time that the pay structure's max step catches up to the red circled rates. She explained that the term red circle is sometimes used incorrectly by employees whose wage rate is at the max step of the pay grade. Employees at the max step receive the cost of living increase year. Hinze noted that concerns surfaced as a result of the recent restructure of the Foreman positions at the highway department. Hinze provided the Committee with illustrations of the red circled Foreman employees within the highway department and requested consideration to re-establish the Foreman position. There was discussion regarding the proposal. Field indicated that the re-establishment of the Foreman position allows employees to promote into a position with a higher degree of responsibility. The Committee requested feedback after the affected employees are informed of the reinstatement of the Foreman position.

Motion by Sheahan-Malloy to re-establish the Foreman position effective December 5, 2019. Second by Greshay. Motion carried without negative vote.

The Committee reviewed the Personnel Requisitions. Mielke recommended approval of these requests.

Seven (7) Clinicians Community Programs (one requisition)	Human Services
One (1) Emergency Preparedness Coordinator	Human Serv. & E.M.
Two (2) Economic Support Specialist II (two requisitions)	Human Services
One (1) Economic Support Specialist II – Bilingual	Human Services
Two (2) Detectives (2 requisitions)	Sheriff
Two (2) Correctional Officers (2 requisitions)	Sheriff

Motion by Greshay to approve the Personnel Requisitions as presented. Second by Hilbert. Motion carried without negative vote.

Mindemann presented a General Leave of Absence for consideration for an employee in the Sheriff's Office who does not currently qualify for Federal and/or State Family and Medical Leave for 12/05/2019 through 12/09/2019. Mindemann verified that Human Resources has supporting medical documentation.

Motion by Greshay to approve the Medical Leave of Absence as presented and by doing so does not establish a practice or precedent. Second by Hilbert. Motion carried without negative vote.

Mindemann presented a Medical Leave of Absence for consideration for an employee in Human Services and Health Department who does not currently qualify for Federal and/or State Family and Medical Leave on intermittent basis for 11/15/2019 through 05/31/2020. Mindemann verified that Human Resources has supporting medical documentation.

Motion by Greshay to approve the Medical Leave of Absence as presented and by doing so does not establish a practice or precedent. Second by Hilbert. Motion carried without negative vote.

There were no Salary, Wage, nor Status changes to present.

The Committee reviewed the Orientation Period Reports as presented.

HR Director's Report:

- a) Summary of Employee Resignations/Retirements: Hinze presented a summary of recent employee resignations/terminations.
- b) Grievances and Arbitrations: Nothing to report.
- c) Hinze stated that previously permission was granted from the Finance Committee to apply \$18,000 in contingency funds for legal services. Hinze stated that expenses have been monitored closely, however, an unanticipated issue arose that was not factored in; however, continues to hope to not exceed the \$18,000.

Closed Session:

Roll call vote was taken.

Motion by Hilbert, second by Greshay to convene in Closed Session. Before voting on the motion, Vice-Chairperson Schmidt announced to all present that the closed session is pursuant to Section 19.85(1)(e) and (f), Wis. Stats., for conducting other specified public business, whenever competitive or bargaining reasons require a closed session, specifically, developing negotiation strategies for collective bargaining with the Sheriff's Sworn Union, Local 120, Labor Association of Wisconsin and for considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations specifically to discuss a personnel matter in the Sheriff's Office. The meeting is closed pursuant to section 19.85(1)(e) and

(f) of the Wisconsin Statutes. Motion carried by unanimous vote of all members present at 10:02 a.m.

Open Session:

Motion by Hilbert, second by Greshay to reconvene in open session. A roll call vote was taken. Motion carried by unanimous vote of all members present at 11:14 a.m.

Future Agenda Items: Exit Interviews.

It was the consensus of the Committee to schedule the regular meetings of the Human Resources and Labor Negotiations Committee on the first and third Monday of the month at 9:30 a.m. The next regular meetings of the Human Resources and Labor Negotiations Committee as follows: **Tuesday, December 17, 2019 at 5:00 p.m. and Monday, January 6, 2020 at 9:30 a.m.** which will be held in room 4C of the Administration Building.

Meeting adjourned by order of the Chairperson at 11:16 a.m.

Richard Greshay, Secretary

Dennis Schmidt, Vice-Chairperson

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.

HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE

Minutes of Closed Session of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors on Monday, December 2, 2019 at 9:30 a.m. in meeting room 4C located on the fourth floor of the Administration Building.

HR COMMITTEE MEMBERS PRESENT: Greshay, Sheahan-Malloy, Hilbert and Schmidt

MEMBERS EXCUSED: Marsik

ALSO PRESENT: Sarah Hinze, Human Resources Director; Tonia Mindemann, Assistant Human Resources Director; Sheriff Dale Schmidt

Closed Session:

Roll call vote was taken.

Motion by Hilbert, second by Greshay to convene in Closed Session. Before voting on the motion, Vice-Chairperson Schmidt announced to all present that the closed session is pursuant to Section 19.85(1)(e) and (f), Wis. Stats., for conducting other specified public business, whenever competitive or bargaining reasons require a closed session, specifically, developing negotiation strategies for collective bargaining with the Sheriff's Sworn Union, Local 120, Labor Association of Wisconsin and for considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations specifically to discuss a personnel matter in the Sheriff's Office. The meeting is closed pursuant to section 19.85(1)(e) and (f) of the Wisconsin Statutes. Motion carried by unanimous vote of all members present at 10:02 a.m.

There was discussion regarding strategies for collective bargaining with the Sheriff's Sworn Union, Local 120, The Labor Association of Wisconsin. There was discussion regarding a personnel matter in the Sheriff's Office.

Open Session:

Motion by Hilbert, second by Greshay to reconvene in open session. A roll call vote was taken. Motion carried by unanimous vote of all members present at 11:14 a.m.

Richard Greshay, Secretary

Dennis Schmidt, Vice-Chairperson

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.

HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE

Minutes of the special meeting of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors held on Tuesday, December 10, 2019 at 10:00 a.m. in meeting room 1F & G located on the first floor of the Administration Building.

HR COMMITTEE MEMBERS PRESENT: Marsik, Sheahan-Malloy, Hilbert and Greshay

MEMBERS EXCUSED: Schmidt

ALSO PRESENT: James Mielke, County Administrator; Sarah Hinze, Human Resources Director; Tonia Mindemann, Assistant Human Resources Director; Brian Field, Highway Commissioner; Doug Nelson, Highway Union Local 730 Labor Association of Wisconsin Consultant; Gary Schultz, Union Officer; Keith Christian, Union Officer; Brian Benson, Union Officer

Meeting called to order by Marsik at 10:00 a.m.

Roll call was taken. All members present except Schmidt, who was excused.

No non-Committee member County Board Supervisors were in attendance.

Pursuant to 19.82(1), the Committee and other members of the County's bargaining team may negotiate with representatives of Local 730, in private as permitted by Wisconsin Statute 19.82(1)

Closed Session:

Roll call vote was taken.

Motion by Greshay, second by Hilbert to convene in Closed Session. Before voting on the motion, Chairperson Marsik announced to all present that the Committee may convene in closed session one or more times during this meeting, pursuant to Section 19.85(1)(e), Wis. Stats., for conducting other specified public business, whenever competitive or bargaining reasons require a closed session, specifically, to caucus and further develop negotiation strategies for collective bargaining with the Highway Union, Local 730, Labor Association of Wisconsin. The meeting is closed pursuant to section 19.85(1)(e) of the Wisconsin Statutes. Motion carried by unanimous vote of all members present at 10:04 a.m.

Open Session:

Motion by Sheahan-Malloy, second by Greshay to reconvene in open session. A roll call vote was taken. Motion carried by unanimous vote of all members present at 10:29 a.m.

It was the consensus of the Committee to accept the terms of the initial proposal for a labor agreement between Dodge County and the Highway Department Employees Local 730, The Labor Association of Wisconsin, Inc. Hinze indicated a resolution that will set forth the details of the agreement will be brought to the Committee for advancement to the County Board for approval to execute the Labor Agreement at the January meeting and retro pay will be issued to employees dating back to January 1, 2020.

It was the consensus of the Committee to schedule the next meetings of the Human Resources and Labor Negotiations Committee as follows: **Tuesday, December 17, 2019 at 5:00 p.m. and Monday, January 6, 2020 at 9:30 a.m.** which will be held in room 4C of the Administration Building and Special Meeting on **Friday, December 13, 2019 at 9:00 am** in room 1 F & G.

Meeting adjourned by order of the Chairperson at 10:34 a.m.

Richard Greshay, Secretary

Joseph Marsik, Chairperson

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Minutes of Closed Session of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors on Tuesday, December 10, 2019 at 10:00 a.m. in meeting room 1F & G located on the first floor of the Administration Building.

HR COMMITTEE MEMBERS PRESENT: Marsik, Sheahan-Malloy, Hilbert and Greshay

MEMBERS EXCUSED: Schmidt

ALSO PRESENT: James Mielke, County Administrator; Sarah Hinze, Human Resources Director; Tonia Mindemann, Assistant Human Resources Director; Brian Field, Highway Commissioner; Doug Nelson, Highway Union Local 730 Labor Association of Wisconsin Consultant; Gary Schultz, Union Officer; Keith Christian, Union Officer; Brian Benson, Union Officer

Pursuant to 19.82(1), the Committee and other members of the County's bargaining team may negotiate with representatives of Local 730, in private as permitted by Wisconsin Statute 19.82(1)

Closed Session:

Roll call vote was taken.

Motion by Greshay, second by Hilbert to convene in Closed Session. Before voting on the motion, Chairperson Marsik announced to all present that the Committee may convene in closed session one or more times during this meeting, pursuant to Section 19.85(1)(e), Wis. Stats., for conducting other specified public business, whenever competitive or bargaining reasons require a closed session, specifically, to caucus and further develop negotiation strategies for collective bargaining with the Highway Union, Local 730, Labor Association of Wisconsin. The meeting is closed pursuant to section 19.85(1)(e) of the Wisconsin Statutes. Motion carried by unanimous vote of all members present at 10:04 a.m.

There was discussion regarding strategies for collective bargaining with the Highway Union, Local 730, Labor Association of Wisconsin.

Open Session:

Motion by Sheahan-Malloy, second by Greshay to reconvene in open session. A roll call vote was taken. Motion carried by unanimous vote of all members present at 10:29 a.m.

Richard Greshay, Secretary

Joseph Marsik, Chairperson

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.



**DRAFT DODGE COUNTY
ADMINISTRATIVE POLICIES AND PROCEDURES**

Policy	127.1	Approval Date: 8/5/2014
Policy Title	Shift Differential	Effective Date: 8/5/2014
		Revision Date(s):

Building Maintenance (non-Clearview)

Split Shift: Employees whose shift commences between 12:00 pm and 1:59 pm will receive a forty cent (\$.40) per hour shift premium.

Second Shift: Employees whose shift commences between 2:00 pm and 4:29 am will receive a fifty cent (\$.50) per hour shift premium.

Shift premium is payable only for actual hours worked during designated shift periods.

Sheriff's Office Non-Union

Jail Division

Second Shift: An Employee whose scheduled shift commences between 2:00 p.m. and 9:59 p.m. will receive a fifty cent (\$.50) per hour shift premium.

Third Shift: An Employee whose scheduled shift commences between 10:00 p.m. and 5:59 a.m. will receive a seventy five cent (\$.75) per hour shift premium.

12-hour Swing Shift: An Employee whose scheduled shift commences between 10:00 a.m. and 9:59 p.m. will receive a fifty cent (\$.50) per hour shift premium.

12-hour Third Shift: An Employee whose scheduled shift commences between 10:00 p.m. and 5:59 a.m. will receive a seventy five cent (\$.75) per hour shift premium.

Deputy Secretary Second Shift: An Employee whose scheduled shift commences between 12:30 p.m. and 8:29 p.m. will receive a fifty cent (\$.50) per hour shift premium.

Communications Division

Second Shift and Swing Shift: An Employee whose scheduled shift commences between 3:00 p.m. and 10:59 p.m. will receive a fifty cent (\$.50) per hour shift premium.

Third Shift: An Employee whose scheduled shift commences between 11:00 p.m. and 6:59 a.m. will receive a seventy five cent (\$.75) per hour shift premium.

Shift premium is payable only for actual hours worked during designated shift periods.

Patrol Lieutenants and Jail Sergeants who are required to work a rotating schedule that includes weekend and holidays will receive a fifty cent (\$.50) per hour shift premium for all hours paid.

Shift Swaps: The employee who is working the shift will receive the shift differential for the hours worked.

Sheriff's Sworn Union

Please refer to the Union Contract for information regarding shift differentials.

Clearview

Shift Differentials:

- A. Clearview employees in the following positions will be eligible for shift differential for working a PM and/or NOC shift: Household Assistant II, Household Assistant III, Household Assistant III-AA, Maintenance, Nurse Tech, Licensed Practical Nurse, Registered Nurse and Dietary staff (with the exclusion of FSW-Students).
- B. For purposes of this policy, a PM shift is defined as any shift that starts at 2:00PM or after. A NOC shift is defined as any shift that starts at 10:00PM or after.
- C. A shift differential of two dollars (\$2.00) per hour will be paid in addition to the employees set base wage, determined by employee's current position. Shift premium is payable only for actual hours worked during the PM and/or NOC shift.

Weekend Differential:

- A. All Clearview employees will be eligible for weekend differential. For purposes of weekend differential, a weekend is defined as a shift that starts on or after 10 pm on a Friday and ending at 10:30 pm on a Sunday.
- B. Weekend differential will be paid at three dollars (\$3.00) per hour in addition to the employee's set base wage, determined by employee's current position. Weekend differential is payable only for actual hours worked on a weekend as defined by this policy.
- C. Clearview employees will be eligible for both shift differential and weekend differential if working a qualified shift simultaneously as defined by this policy.

Holiday Pay:

- A. Clearview employees will be eligible for holiday pay, which is equivalent to time and one half for hours worked on the holiday.



DODGE COUNTY PERSONNEL POLICIES AND PROCEDURES

Policy #	Approval Date:
Title Employee Promotions, Lateral Transfers, Progressions, Demotions	Effective Date: DRAFT
	Revision Date(s):

Definitions:

Promotion: Date on which the employee is transferred to a different position that is in a higher paygrade than the current position.

Demotion: Date on which the employee is transferred to a different position that is in a lower paygrade either voluntary or involuntary.

Progression: Date on which the employee meets the requirements to move to the next level of the position. (i.e. Social Worker I, II or Senior; Clinician I, II, III or IV). The requirements are defined in each respective job description.

Lateral Transfer: Date on which the employee is transferred to a different position that is in the same paygrade.

An employee who is transferred into a different position may be required to serve an orientation. Please refer to the Performance Management Policy.

Pay Considerations:

Promotion: Employees will receive at least a 5% increase on the date in which the employee is promoted to the new position. Employees who are promoted and whose position is on the Dodge County Compensation Schedule will receive the Cost of Living Adjustment (COLA) increase on January 1st of each year regardless of the amount of time that employee has been in the position. Employees will receive a step increase after six (6) months in the new position with the completion of a successful performance evaluation if required by the Department Head and will only move one (1) step within the first year of the position change. Future wage step/merit increases will follow the Performance Management Policy. For example:

Employee A: is promoted on 1/5/2020 will receive step increase on 7/5/2020. Will receive cost of living on 1/1/2021 and next step increase on 7/1/2021.

Employee B: is promoted on 10/15/2020 will receive the cost of living on 1/1/2021 and will receive step increase on 4/15/2021. This is the only step increase allowed for this employee. The next step increase will be on 7/1/2022.

Demotion: Employees will be placed in a step that provides the least amount of decrease in pay if the pay falls within steps 1-4 of the paygrade of the new position or at least a 2.5% decrease in pay if the pay falls within the open merit range of the paygrade of the new position. Employees who are demoted and whose position is on the Dodge County Compensation Schedule will receive the Cost of Living Adjustment (COLA) increase on January 1st of each year regardless

of the amount of time that employee has been in the position. Employees will receive a step increase after six (6) months in the new position with the completion of a successful performance evaluation if required by the Department Head and will only move one (1) step within the first year of the position change. Future wage step/merit increases will follow the Performance Management Policy. For example:

Employee A: is demoted on 1/5/2020 will receive step increase on 7/5/2020. Will receive cost of living on 1/1/2021 and next step increase on 7/1/2021.

Employee B: is demoted on 10/15/2020 will receive the cost of living on 1/1/2021 and will receive step increase on 4/15/2021. This is the only step increase allowed for this employee. The next step increase will be on 7/1/2022.

Progression: Employees will be placed in a step that provides at least a 2.5% increase in pay if the pay falls within steps 1-4 of the paygrade of the new level or at least a 2.5% increase in pay if the pay falls within the open merit range of the paygrade of the new level. Employees in positions on the Dodge County Compensation Schedule will receive the Cost of Living Adjustment (COLA) increase on January 1st of each year regardless of the amount of time that employee has been in new level. Employees will receive a step increase after six (6) months in the new level with the completion of a successful performance evaluation if required by the Department Head and will only move one (1) step within the first year of the level change. Future wage step/merit increases will follow the Performance Management Policy. For example:

Employee A: is moved to a new level on 1/5/2020 will receive step increase on 7/5/2020. Will receive cost of living on 1/1/2021 and next step increase on 7/1/2021.

Employee B: is moved to a new level on 10/15/2020 will receive the cost of living on 1/1/2021 and will receive step increase on 4/15/2021. This is the only step increase allowed for this employee. The next step increase will be on 7/1/2022.

Lateral Transfers: There will be no adjustment to the employees pay for moving to a new position within the same paygrade. Employees will to receive cost of living and their next step/merit increases as if no position change had occurred.

1 RESOLUTION NO. _____
2

3 **Resolution Authorizing Labor Agreement Between**
4 **Dodge County and Dodge County Highway Department, Local 730**
5

6 TO THE HONORABLE BOARD OF SUPERVISORS OF DODGE COUNTY, WISCONSIN,
7

8 **WHEREAS**, labor negotiations have been conducted by the Dodge County Human Resources
9 and Labor Negotiations Committee with Dodge County Highway Department Employees, Local 730,
10 The Labor Association of Wisconsin, Inc., and
11

12 **WHEREAS**, these negotiations have resulted in a proposed one (1) year contract between
13 Dodge County and the Dodge County Highway Department Employees, Local 730, the Labor
14 Association of Wisconsin, Inc., with a term of January 1, 2020, through December 31, 2020, which
15 agreement has been reduced to writing in a document entitled *Labor Agreement Between Dodge*
16 *County and Dodge County Highway Department, Local 730*, attached hereto as Exhibit "A";
17

18 **SO, NOW, THEREFORE, BE IT RESOLVED**, that the Dodge County Board of
19 Supervisors hereby ratifies the document entitled *Labor Agreement between Dodge County and Dodge*
20 *County Highway Department, Local 730*, which is attached hereto as Exhibit "A"; and,
21

22 **BE IT FINALLY RESOLVED**, that the Dodge County Human Resources and Labor
23 Negotiations Committee and the Dodge County Human Resource Director are hereby authorized and
24 directed to execute a one (1) year written contract between the Dodge County Highway Department
25 Employees, Local 730 and the Labor Association of Wisconsin, Inc., with a term of January 1, 2020
26 through December 31, 2020, based on the contained in the document entitled *Labor Agreement*
27 *Between Dodge County and Dodge County Highway Department, Local 730*, attached hereto as
28 "Exhibit A".

All of which is respectfully submitted this 21st day of January, 2020.

Dodge County Human Resources and Labor Negotiations Committee:

Joseph Marsik

Daniel Hilbert

Dennis Schmidt

Kira Sheahan-Malloy

Richard Greshay

FISCAL NOTE: The 2020 adopted budget was created using the wage increase for union employees as listed on
"Exhibit A" at 2.07%. As such, there are sufficient funds included in the adopted budget for the Highway Department
for 2020. Finance Committee review date: January 13, 2020. Chair initials: _____.

Vote Required: Majority of Members present.

Resolution Summary: Resolution authorizing Labor Agreement between Dodge County and Dodge County Highway
Department, Local 730.

HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE

Minutes of Closed Session of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors on Monday, December 2, 2019 at 9:30 a.m. in meeting room 4C located on the fourth floor of the Administration Building.

HR COMMITTEE MEMBERS PRESENT: Greshay, Sheahan-Malloy, Hilbert and Schmidt

MEMBERS EXCUSED: Marsik

ALSO PRESENT: Sarah Hinze, Human Resources Director; Tonia Mindemann, Assistant Human Resources Director; Sheriff Dale Schmidt

Closed Session:

Roll call vote was taken.

Motion by Hilbert, second by Greshay to convene in Closed Session. Before voting on the motion, Vice-Chairperson Schmidt announced to all present that the closed session is pursuant to Section 19.85(1)(e) and (f), Wis. Stats., for conducting other specified public business, whenever competitive or bargaining reasons require a closed session, specifically, developing negotiation strategies for collective bargaining with the Sheriff's Sworn Union, Local 120, Labor Association of Wisconsin and for considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations specifically to discuss a personnel matter in the Sheriff's Office. The meeting is closed pursuant to section 19.85(1)(e) and (f) of the Wisconsin Statutes. Motion carried by unanimous vote of all members present at 10:02 a.m.

There was discussion regarding strategies for collective bargaining with the Sheriff's Sworn Union, Local 120, The Labor Association of Wisconsin. There was discussion regarding a personnel matter in the Sheriff's Office.

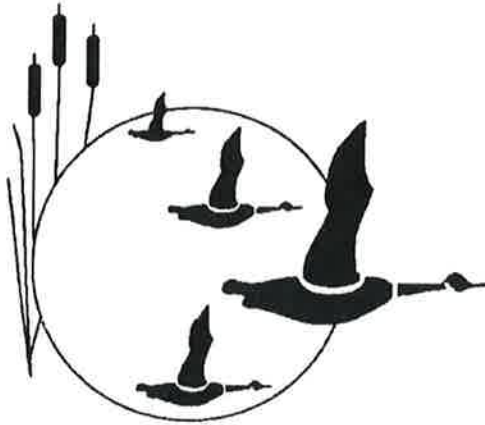
Open Session:

Motion by Hilbert, second by Greshay to reconvene in open session. A roll call vote was taken. Motion carried by unanimous vote of all members present at 11:14 a.m.

Richard Greshay, Secretary

Dennis Schmidt, Vice-Chairperson

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.



LABOR AGREEMENT

Between

DODGE COUNTY

and

**DODGE COUNTY HIGHWAY DEPARTMENT EMPLOYEES
Local 730, The Labor Association of Wisconsin, Inc.**

January 1, 2020 to December 31, 2020

Exhibit "A"

TABLE OF CONTENTS

	PAGE
ARTICLE I - AGREEMENT/INTRODUCTION.....	1
ARTICLE II - RECOGNITION	1
ARTICLE III - WAGES	1
ARTICLE IV - TERMINATION AND DURATION	1

**ARTICLE I
AGREEMENT/INTRODUCTION**

This Agreement entered into effective this first day of January, 2020, by and between the County of Dodge, Wisconsin, hereinafter referred to as the Employer and the Dodge County Highway Employees, Local 730, Labor Association of Wisconsin, Inc., hereinafter referred to as the Association.

NOW, THEREFORE, the parties hereto have reached the following Agreement:

**ARTICLE II
RECOGNITION**

It is hereby agreed that The Labor Association of Wisconsin, Inc. has been selected by a majority of the eligible Employees of the Dodge County Highway Department of Dodge County, Wisconsin as the exclusive collective bargaining unit consisting of all regular full-time employees of the Highway Department, except for the Commissioner, Assistant Commissioner, Superintendents, Office Manager, Supervisors, Managers, and confidential employees, including confidential office staff, as their representative; and that pursuant to the provisions of § 111.70(4)(d) of the Municipal Employment Relations Act said Labor Organization is the exclusive collective bargaining representative of all such employees for the purpose of collective bargaining with Dodge County with respect to wages. This provision shall not be interpreted for purposes other than the identification of the bargaining representative and the bargaining unit.

**ARTICLE III
WAGES**

Represented employees will receive a 2.07% across the board wage increase which will be effective on January 1, 2020. The increase will be applied to the wage in effect for each employee as of December 31, 2019.

**ARTICLE IV
DURATION**

19.1 This Agreement shall be effective as of January 1, 2020 and shall remain in force and effective through December 31, 2020.


Executed this 10th day December of, 2019.

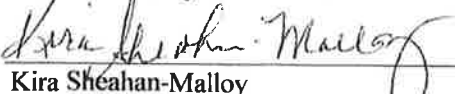
**DODGE COUNTY HUMAN RESOURCES
AND LABOR NEGOTIATIONS COMMITTEE**


Joseph Marsik, Chair



Daniel Hilbert

Dennis Schmidt



Richard Greshay



Kira Sheahan-Malloy

FOR LOCAL 730, LAW, Inc.


Keith Christen, President


Brian Bonson, Vice-President


Gary Schulz, Secretary/Treasurer


Doug Nelson, LAW, Inc. Representative